

MEMORANDUM FOR COMMANDERS, MAJOR SUBORDINATE COMMANDS AND  
DISTRICT COMMANDS, ATTN: CHIEFS OF OPERATIONS AND HUMAN RESOURCES  
OFFICES

SUBJECT: Classification Guidance for Survey Boat Operators

1. This headquarters recently completed a review of survey boat operators. It became clear that there is confusion regarding when these positions should be evaluated by the Ladder Diagram and when they should be evaluated by the Department of the Army Manual of Evaluation Standards (DAMES). We have developed this guidance (enclosed) to improve consistency and assist managers and human resources specialists apply the standards appropriately.
2. Managers should review all Small Craft Operator positions that have an XH pay code to determine whether they meet the criteria outlined in the enclosed guidance. Corrective action should be taken on those positions where the XH pay category has been incorrectly applied. If you have any questions regarding this guidance, please contact Tom Verna, CECW-OD, 202-761-4668 or Millie Edwards, CEHR-E, 202-761-1798.

FOR THE COMMANDER:

/S/

Encl

SUSAN DUNCAN  
Director of Human Resources

CF:  
CPOCMA (w/encl)